



# CALIFORNIA

## SAN FERNANDO

Vaughn Next Century Learning Center  
13330 Vaughn Street  
San Fernando, CA 91340  
(818) 896-7461  
Website: [www.vaughncharter.com](http://www.vaughncharter.com)

### Program Overview

Vaughn Next Century Learning Center is a large, urban public school that primarily serves low-income and minority students in the Los Angeles Unified School District. Plagued by low test scores for years, Vaughn restructured the school in 1993 and implemented a new teacher compensation program.

Based on an evaluation system called the Peer Assistance and Review System, the teacher compensation program uses three sets of reviews, each based on a four-point scale. All three reviews take place three times a year, as follows:

- The first part of the review process involves self-reflection whereby teachers use the state-established teaching standards and rubric to review their own performance.
- The second part of the process involves a peer review conducted by another Vaughn teacher or colleague who does not teach at the school. The reviewer also follows the state teaching standards and rubric.
- The third review involves an instructional coordinator who conducts classroom visits and meets with teachers on an ongoing basis to discuss strategies and performance.

Program administrators then average the scores of all of the evaluations to determine the level of compensation for a teacher, using the following guidelines:

- Teachers who receive a score of 2.5 or higher out of a possible 4 on their Level 1 skills evaluation earn a \$4,300 bonus. Level 1 skills include mathematics, literacy, language arts, special education inclusion, classroom management, and lesson planning.
- Teachers who receive a 3.0 or higher in Level 2 skills evaluation—which include social studies, science, art, English language learners, and physical education—receive a bonus of \$5,700.
- Teachers who are fully credentialed and average a 3.5 or higher in all areas receive a \$4,500 bonus.



Teachers can earn a maximum of \$14,700 in performance-based compensation each school year in addition to their base pay. Furthermore, teachers can earn an additional \$2,000 each school year for student attendance, parent involvement, discipline, and teamwork.

Finally, all teachers and administrators are eligible for an additional \$2,000 per school year if the entire school makes the Academic Performance Index (API). Teachers in leadership positions including committee chairs, grade-level chairs, peer reviewers, mentors, and faculty representatives have opportunities to receive additional awards. The school also provides \$3,500–\$4,000 in annual incentive pay to teachers who sponsor afterschool activities.

### **Program Information**

- [Vaughn Next Century Learning Center—Program Information](#)
- [Academic Performance Index Definition](#)

### **Related Articles and Reports**

- Odden, A. & Wallace, M. (2005). [Cases in Performance Pay: Denver and Vaughn Learning Center.](#)
- Kellor, E.M. (2005). [Catching Up With the Vaughn Express: Six Years of Standards-Based Teacher Evaluation and Performance Pay.](#)
- Kellor, E. Milanowski, A. (2002). [Vaughn Next Century Learning Center Performance Pay Survey School Report.](#)